

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS BUREAU**

TEGAN M SMOTHERS

Claimant

APPEAL 20R-UI-10305-CL-T

**ADMINISTRATIVE LAW JUDGE
DECISION**

COBO INTERNATIONAL CO

Employer

OC: 03/22/20

Claimant: Appellant (1R)

Iowa Code § 96.4(3) – Ability to and Availability for Work

Iowa Admin. Code r. 871-24.23(10) – Able & Available – Availability Disqualifications

STATEMENT OF THE CASE:

The claimant filed an appeal from the May 26, 2020, (reference 01) unemployment insurance decision that denied benefits. The parties were properly notified about the hearing. A telephone hearing was held on October 13, 2020. Claimant participated. Employer participated through human resource manager Randy Stanbary.

ISSUES:

Is the claimant able to and available for work?

Is the claimant on a voluntary leave of absence?

FINDINGS OF FACT:

Having reviewed all of the evidence in the record, the administrative law judge finds: Claimant began working for employer on May 4, 2011. Claimant last worked as a full-time manufacturing operator.

In March 2020, the United States declared a public health emergency due to the COVID 19 pandemic. Claimant's five-year old son became ill with a virus on March 13, 2020. The boy's medical provider recommended that he quarantine for two weeks. Around the same time, the boy's preschool was cancelled for the remainder of the school year. Claimant did not have alternate daycare for the child. Claimant also became ill and learned she was pregnant. For these reasons, claimant was off work from March 24, 2020, until June 23, 2020. Employer paid claimant full pay from April 1, 2020, through April 15, 2020, and reduced pay for the remainder of her leave.

Claimant's weekly claims reflect that she did not accurately report her pay from April 1, 2020, through April 15, 2020.

REASONING AND CONCLUSIONS OF LAW:

For the reasons that follow, the administrative law judge concludes that the claimant is not able to work and available for work effective March 22, 2020.

Iowa Code section 96.4(3) provides:

An unemployed individual shall be eligible to receive benefits with respect to any week only if the department finds that:

3. The individual is able to work, is available for work, and is earnestly and actively seeking work. This subsection is waived if the individual is deemed partially unemployed, while employed at the individual's regular job, as defined in section 96.19, subsection 38, paragraph "b", unnumbered paragraph (1), or temporarily unemployed as defined in section 96.19, subsection 38, paragraph "c". The work search requirements of this subsection and the disqualification requirement for failure to apply for, or to accept suitable work of section 96.5, subsection 3 are waived if the individual is not disqualified for benefits under section 96.5, subsection 1, paragraph "h".

Iowa Admin. Code r. 871-24.23(10) provides:

Availability disqualifications. The following are reasons for a claimant being disqualified for being unavailable for work.

(10) The claimant requested and was granted a leave of absence, such period is deemed to be a period of voluntary unemployment and shall be considered ineligible for benefits for such period.

Here, claimant was on a leave of absence due to lack of daycare and her own illness. Claimant has not established she is able to and available for work, even under the United States Department of Labor's guidance to flexibly interpret this requirement. See Unemployment Insurance Program Letter No. 10-20. Therefore, claimant is not eligible for regular, state-funded unemployment insurance benefits from the effective date of the claim.

Even though claimant is not eligible for regular unemployment insurance benefits under state law, the claimant may be eligible for federally funded unemployment insurance benefits under the Coronavirus Aid, Relief, and Economic Security Act ("Cares Act"), Public Law 116-136. Section 2102 of the CARES Act creates a new temporary federal program called Pandemic Unemployment Assistance (PUA) that in general provides up to 39 weeks of unemployment benefits. An individual receiving PUA benefits may also receive the \$600 weekly benefit amount (WBA) under the Federal Pandemic Unemployment Compensation (FPUC) program if he or she is eligible for such compensation for the week claimed.

The administrative law judge will not determine whether claimant is overpaid benefits at this time, as it is possible she is eligible for PUA benefits, making such determination unnecessary. The administrative law judge will remand the case so claimant's wages from the first two weeks of April 2020 can be properly reported and deducted.

DECISION:

The May 26, 2020, (reference 01) unemployment insurance decision is affirmed. The claimant is not available for work effective March 22, 2020, and regular, state-funded unemployment insurance benefits are denied. Claimant may be eligible for Pandemic Unemployment Assistance.

REMAND:

This matter will be remanded for a determination on whether the full wages claimant received from April 1, 2020, through April 15, 2020, should be deducted from unemployment insurance benefits.



Christine A. Louis
Administrative Law Judge
Unemployment Insurance Appeals Bureau
1000 East Grand Avenue
Des Moines, Iowa 50319-0209
Fax (515)478-3528

October 15, 2020
Decision Dated and Mailed

cal/sam

NOTE TO CLAIMANT:

- This decision determines you are not eligible for regular unemployment insurance benefits under state law. If you disagree with this decision you may file an appeal to the Employment Appeal Board by following the instructions on the first page of this decision.
- If you do not qualify for regular unemployment insurance benefits under state law and are currently unemployed for reasons related to COVID-19, you may qualify for Pandemic Unemployment Assistance (PUA). **You will need to apply for PUA to determine your eligibility under the program.** For more information on how to apply for PUA, go to <https://www.iowaworkforcedevelopment.gov/pua-information>. **If you do not apply for and are not approved for PUA, you may be required to repay the benefits you've received so far.**